

# 2008-2009 PERFORMANCE PLAN – Sr. Portfolio Manager, Emerging Managers & Environmental Programs (M. Cottrill)

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## Quantitative Performance Measures

Weight	Factor	Performance Measure	Incentive Schedule
10%	Total Fund Performance	Excess return deviation in basis points relative to: Total Fund Performance Benchmark. {SJ1CA1 – CPERST02}	-40 basis points = 0 0 basis points = 1.0 +20 basis points = 1.5
15%	Global Equity Performance	Excess return deviation in basis points relative to: Global Equity Performance Benchmark. {GLOBLIC – CPERSGE2}	-50 basis points = 0 -10 basis points = 1.0 +15 basis points = 1.5
15%	Historical 5 Year Record	Market Value Weighted – Performance of six external equity composites as of 6/30/07: <ul style="list-style-type: none"> <li>• (4.5%) {SJNKA1 – QX73}</li> <li>• (3%) {SNPCA1 – CPERSNP2}</li> <li>• (2.25%) {SHDKA1 – VYG2}</li> <li>• (2.25%) {SWYCA1 – QQ72}</li> <li>• (1.5%) {SWAKA1 – CPERSWAK}</li> <li>• (1.5%) {SWZSA1 – VNT2}</li> </ul>	0 basis points = 0 +30 basis points = 1.0 +60 basis points = 1.5
15%	Manager Development Program II	Excess return deviation in basis points relative to: Customized benchmark created from investment-weighted indices. {SWNCA2 – CPERMDP5}	0 basis points = 0 +20 basis points = 1.0 +70 basis points = 1.5
15%	Fund of Funds Managers	Excess return deviation in basis points relative to: Customized benchmark created from investment-weighted indices. <i>(composite and composite benchmark needs to be created for FIS and Leading Edge combined)</i>	0 basis points = 0 +20 basis points = 1.0 +70 basis points = 1.5
7.5%	Domestic Environmental Managers	Excess return deviation in basis points relative to: Customized benchmark created from investment-weighted indices. {SH4CA1 – CPERSH4C}	0 basis points = 0 +40 basis points = 1.0 +90 basis points = 1.5

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## Quantitative Performance Measures (cont.)

Weight	Factor	Performance Measure	Incentive Schedule
7.5%	International Environmental Managers	Excess return deviation in basis points relative to: Customized benchmark created from investment-weighted indices. {SHQKA1 – VYG2}	0 basis points = 0 +40 basis points = 1.0 +90 basis points = 1.5
85%	Subtotal	Quantitative Measures	

## Qualitative Performance Measures

Weight	Factor	Performance Measure	Incentive Schedule
15%	Leadership	<i>Human Resources staff is working with the Interim Chief Investment Officer to develop the qualitative leadership performance measures which will be presented for second reading.</i>	From Schedule
15%	Subtotal	Qualitative Measures	
100%	Total	Quantitative and Qualitative Measures	